

BUSINESSES, EMPLOYEES
FAMILIES & COMMUNITIES

WIN

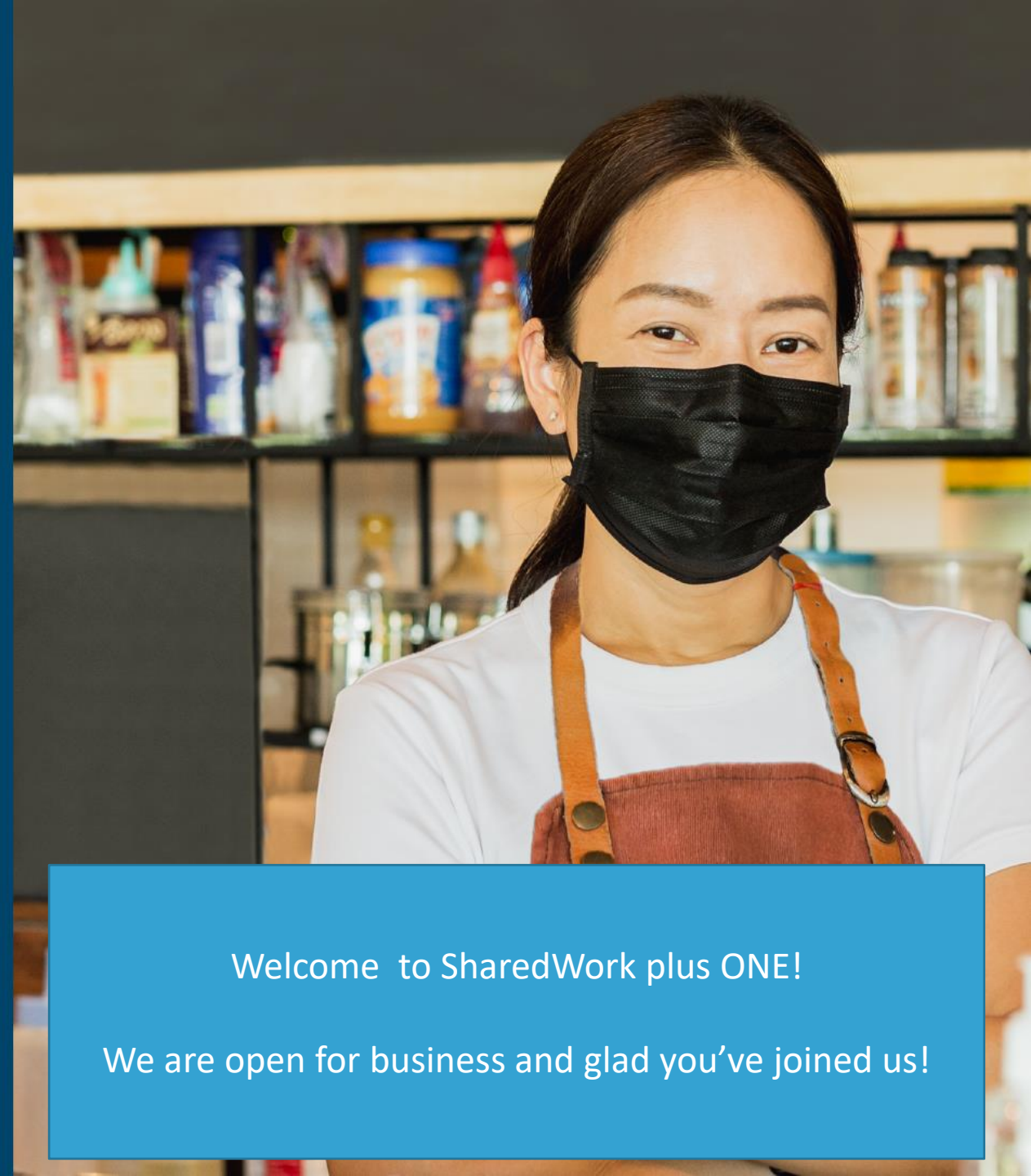
with

SharedWork

SharedWorkWA.com



**Employment
Security
Department**
WASHINGTON STATE



Welcome to SharedWork plus ONE!

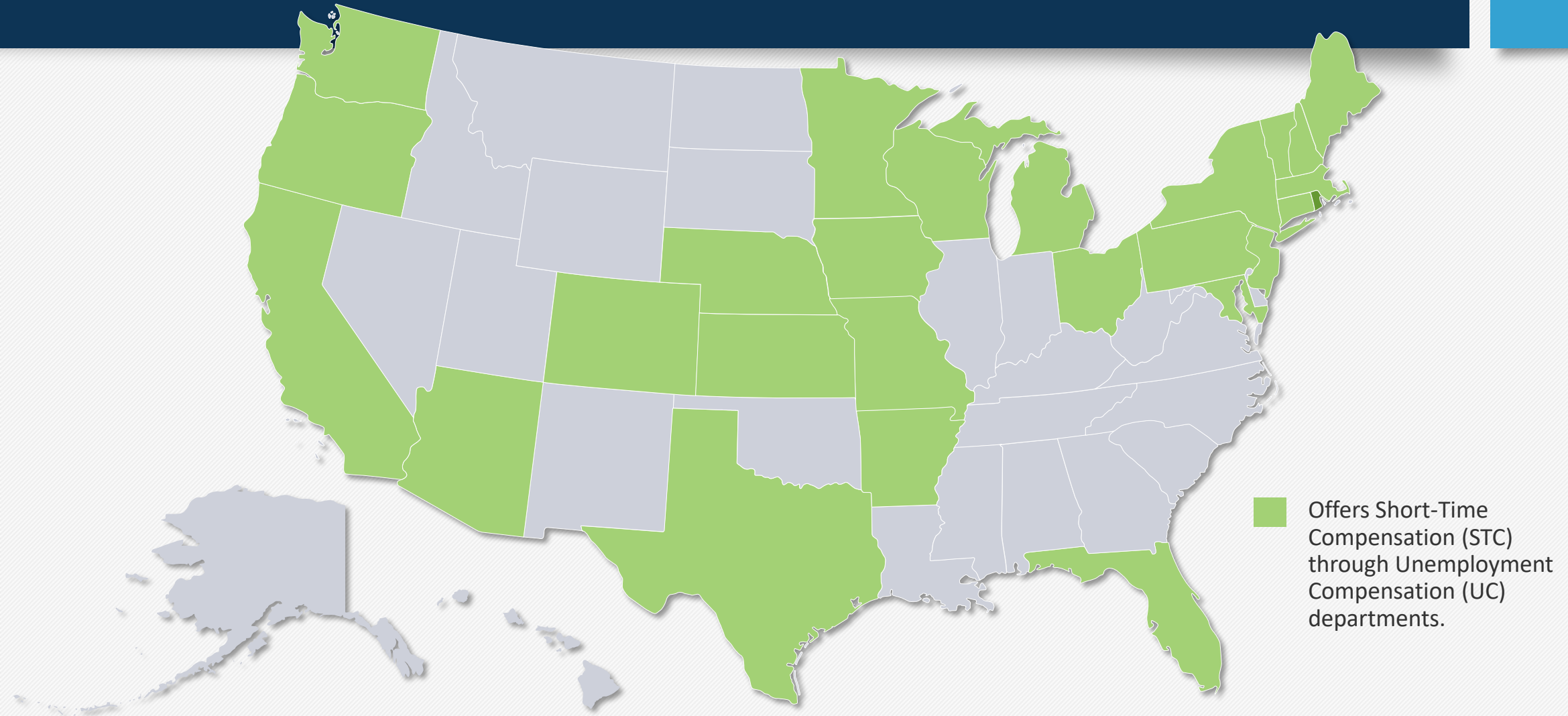
We are open for business and glad you've joined us!

Webinar schedule



- 11:50 a.m. – Welcome and Overview – Rafael
- 11:55 a.m. – SharedWork – Rafael & A Chat management – Leigh Rowley
- 12:05 p.m. – WorkSource/WorkForce business rep speakers
- 12:05 p.m. – Donna Mack, Statewide Rapid Response Manager
- 12:15 p.m. - Michelle Smith, Communications & Employer Engagement Manager
- 12:25 p.m. - Ismaila (Ish) Maidadi, Assistant Director of Service Delivery / EO Officer
 - and Ty Reed, Business Engagement Project Manager
- 12:35 p.m. – Open mic and Q&A both programs
- 12:58 p.m. - Closing comments
- 1:00 p.m. – Adjourn

U.S. States with SharedWork programs



Statewide snapshot of eligible businesses



	Workforce Region	Counties Served	Eligible Businesses (best estimates)
1	Olympic Consortium WDC	Clallam, Jefferson, and Kitsap	5,596
2	Pacific Mountain WDC	Grays Harbor, Lewis, Mason, Pacific, and Thurston	8,095
3	Northwest Workforce Council	Island, San Juan, Skagit, and Whatcom	7,255
4	Workforce Snohomish	Snohomish	11,172
5	Seattle-King County WDC	King	30,601
6	Workforce Central	Pierce	9,899
7	Workforce Southwest Washington	Clark, Cowlitz, and Wahkiakum	9,002
8	SkillSource	Adams, Chelan, Douglas, Grant, and Okanogan	5,479
9	South Central Workforce Council	Kittitas, Klickitat, Skamania, and Yakima	4,640
10	Eastern Washington Partnership WDC	Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Stevens, Walla Walla, and Whitman	4,151
11	Benton-Franklin WDC	Benton and Franklin	3,717
12	Spokane Workforce Council	Spokane	8,207
Washington state's total participation in SharedWork			107,814

Why SharedWork?



Benefits to employers

- Flexibility to tap into your unemployment insurance account on a weekly basis.
- A more equitable option than layoffs by cutting hours instead of jobs.
- Retain skilled workers and improve morale.
- Explore training programs that develop workforce skills.
- Program credibility (38 years) - 99% would recommend to other owners.

How it works



1

The employer calls 800-752-2500 to check business eligibility in 60 seconds or less.



2

The employer assigns a **SharedWork representative** and partnership begins to submit both the **Employer Plan App** and **Participant List**.



3

Once the employer plan is approved, you're ready!
Don't use it – no cost
Use it – less impact to experience rates.



4

Adjust your workforce - week by week - employees receive earned wages and partial U.I.



5

Business continues operating – you're OPEN for business with happy customers.



SecureAccess
WASHINGTON

Sign-in to eServices with a Secure Access Washington (SAW) account. If you established a SAW account for WorkSourceWA.com or another state service, you may use that same username and password.

Scenario: Ryna brings employees back with 25% payroll reduction



Ryna's remodeling company temporarily closed because of COVID-19. Prior to closing, she employed 20 individuals for a standard workweek of 40 hours. In April 2021, they partially reopen by bringing back all 20 individuals at a reduced workweek of 30 hours.

In lieu of layoffs. Ryna has enough work (600 hours) for 15 full-time employees. The employer is able to avert the continued layoff of 5 full-time employees by bringing back all 20 employees for a reduced workweek.

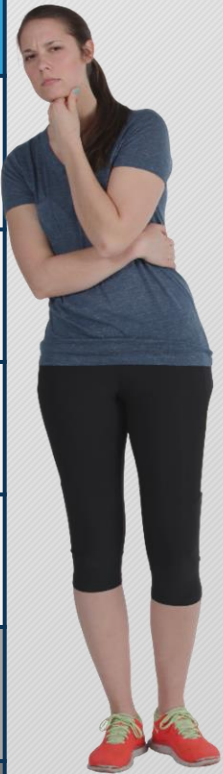
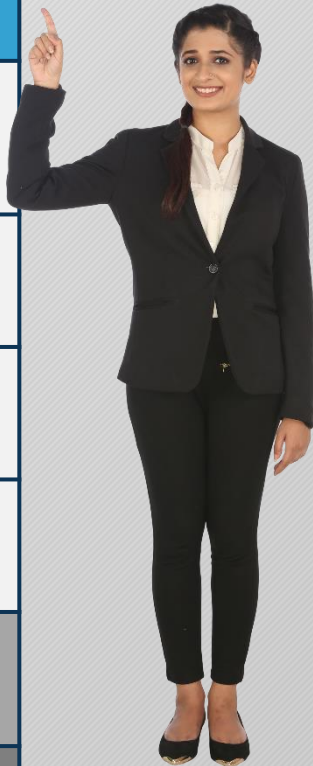


Reduced workweek. The employer reduced the workweek from 40 hours to 30 hours, which is a reduction of 25 percent and permissible under federal law, actually anywhere from 10-50% is acceptable reduction each week with SharedWork.

Summary. The 20 returning employees would each receive 75 percent of their wages from their employer, while also remaining eligible for 25 percent of their respective weekly benefit amounts under SharedWork



Employees on SharedWork sample



	Unemployment only, no work		Work without SharedWork		SharedWork plan with 25% reduction		SharedWork plan for part- time	
Average weekly earnings	\$800 \$20 x 40 hrs		\$800 \$20 x 40 hrs		\$800 \$20 x 40 hrs		\$576 \$18 x 32 hrs	
Usual hours worked	0		40		40		32	
SharedWork hours	0		0		30		24	
Weekly Benefit	\$481		\$0		(WBA \$481) \$120		(WBA \$404) \$101	
Weekly Wage	0		\$800		\$600		\$432	
Total	\$481		\$800		\$720		\$533	

Winning with SharedWork



"Client care has ebbed and flowed based on the pandemic, and Shared Work has given us the flexibility to take care of our staff, while saving payroll when there isn't enough work – (as a non-profit, this is especially important!)"

Michael LaTour, Associate Director



"I think SharedWork is a great signal to your people:- come back to work, get back to work, and here, sign up for SharedWork! It could be a great tool in building up your team and moving forward as you try to figure out the next few years of being short [on] workers, and how to retain the great ones you have."

Anthony Anton, President and CEO



"Our employees are thankful we used it, and happy they do not have to draw full unemployment. There are so many advantages to SharedWork. We do not know what the future will bring. Get approved for SharedWork!"

SPOKANE GALVANIZING

"To keep our morale up, wanting to do what felt like the right thing for our employees ... was not just to pick five or ten of our newest employees and let them go because of the pandemic ... and so SharedWork saved us!"

Erica Baldrige, Director of Human Resources



Contact SharedWork



Employers can verify their eligibility in minutes and get answers by calling 800-752-2500 and choosing Option 3.

800-752-2500

8am to 4pm, Monday through Friday

Option 1 – Claims

Option 2 – Existing Plans

Option 3 – New Plan Inquiry

Option 4 – I was asked to call

sharedworkplansect@esd.wa.gov

More ways to learn about SharedWork

- 1) **Watch a commercial:** <https://youtu.be/apAufybRrrY>
- 2) **Attend a virtual event** The SharedWork program will be hosting many regional and statewide webinars for employers in Washington. esd.wa.gov/SharedWork/events
- 3) **Weekly Q&A webinar** The SharedWork program will be hosting weekly webinars through the year end to help businesses get informed.

Weekly Wednesday 8:15 am - 9am

SharedWork Q&A sessions for businesses

[Click here to register for the webinar on any Wednesday](#)

SHAREDWORK IS A WIN!

Enroll today
SharedWorkWA.com

Employer Line: 800-752-2500 option 3

Email: sharedworkplansect@esd.wa.gov

Guest speaker



- Donna Mack, Rapid Response Manager
- Employment Security Dept

What is Rapid Response?



A solution for economic transition and business engagement across the Business lifecycle

Proactive, locally based, business-focused, flexible strategy designed to respond to layoffs and plant closing by quickly coordinating services to provide immediate aid to companies and affected workers at the work site.

Rapid Response and local workforce development support communities and play an active role in strong regional economies.

For more information, see [DOLETA Rapid Response Services for Workers](#).

Rapid Response Serves:



■ Businesses

- Avoid future layoffs.
- Incumbent worker training; upskill-back fill initiatives.
- Education about employment law (Worker Adjustment & Retraining Notification (WARN) requirements, SharedWork, Trade Adjustment Assistance (TAA), etc.) through WorkSource.

■ Laid Off Workers

- Introduction to unemployment insurance.
- Connection with training opportunities, benefits and income support through WorkSource as well as community and technical college.
- Local Resources for transition.
- Job fairs and hiring events.
- Veteran's Priority of Service.
- Introduction to Trade Act (if applicable).

Business Feedback



- The Rapid Response] team was phenomenal. Clearly, closing a site is never a fun thing but the best we can do is get the affected employees with all of the resources they need to succeed in their future - whatever path they choose. [The] team answered many questions and more, the team consisted of people who are passionate about getting our soon-to-be-laid-off employees the resources they need and questions answered. [You are all] a pleasure to work with and I will never forget [that you all] did an unwavering job on making the rapid re-employment seminar a success.

■ ***Lacey Barrera, PHR***

■ **HR Transition Specialist**

■ **McKesson | Pharmaceutical Solutions and Services**

Laid Off Worker Feedback



- Before I came to this presentation, I was completely depressed about losing my job and in a state of panic on what I need to do next. Learning about the services, now I feel like I am not alone and I have a support team that is going to help me through this difficult time.
- Impacted Worker
 - Camas, WA

Rapid Response as Transition Management



- Saving Jobs: *Layoff Aversion, Succession Planning, Incumbent workers Training, ESOPs & Pre-feasibility Studies*
- Response: *Employer Contact, Service Planning, Employee Meeting, On-Site Services...*
- Recovery: *WorkSource (One-Stop Center), UI, Training, TAA, Career Counseling, Peer Support ...*
- Reemployment: *Job Fairs, OJT, Direct Placement, Pink Slip Parties...*

Contact Information



Donna Mack

Rapid Response Manager

Employment Security Dept

Donna.mack@esd.wa.gov

360.628.2536

Guest speaker



- Michelle Smith, Communications & Employer Engagement Manager
- South Central Workforce Council, Yakima



The Workforce System

November 2021

Workforce system



- A network of service providers dedicated to helping develop a skilled workforce. We help people find jobs, re-enter the workforce, or move ahead in their career.

12 Workforce Development Boards



Find your local contact



- Washington Workforce Training & Education Coordinating Board –
<https://www.wtb.wa.gov/planning-programs/regional-workforce-plans/>

WorkSource



- Federally funded one-stop career centers across state.
- **Services are free** thanks to public funding and leveraged resources.
- Locate the nearest WorkSource office at WorkSourceWA.com/locations.



WorkSource

- Dedicated “Business Solutions” team trained to assist businesses with recruitment and retention.
- Convene job fairs (virtual and in-person) and “Employer of the Day” events.
- Help craft job postings and screen applicants.
- Interview space and training rooms.

WorkSource services



- Veteran services.
- Labor market data and forecasts.
- Information about available tax incentives.
- Layoff aversion and assistance.

WorkSource services



- Talent match website – WorkSourceWA.com.
- Free, available 24/7.





For more information

- Michelle Smith, South Central Workforce Council
- Email: michelle.smith@co.yakima.wa.us
- Phone: 509.574.1950

Guest speaker



- Ismaila (Ish) Maidadi, Assistant Director of Service Delivery / EO Officer
- Workforce Snohomish

- Ty Reed, Business Engagement Project Manager
- Workforce Snohomish



Workforce and WorkSource Business Services

WorkSource and Workforce Snohomish are equal opportunity employers/programs. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay 711.

Workforce
Snohomish



Your Presenter



Ty Reed, MBA, PHR, CWDP

Business Engagement Project Manager

Workforce Snohomish

Avid pickleball player and karaoke geek

Workforce
Snohomish



How WFS and WS Can Help Businesses

- Hiring Assistance
- Work Based Learning
- Work Based Training



Hiring Assistance

- WorkSource WA job posting
- Employer of the Day
- Consulting



WIOA Work Based Learning - Subsidized

- Planned, structured, time limited experiences
- Take place in a public, private or nonprofit workplace
- Promotes development of good work habits, basic work skills
- No expectation to hire job seeker
- **Work based learnings available:**
 - Transitional jobs
 - Paid internships



Workforce
Snohomish



Transitional Jobs and Paid Internships

- 100% wage subsidized employment experiences
- Provides potential pool of job candidates after successful completion (no expectation or requirement to hire)
- Community engagement
- Training experience

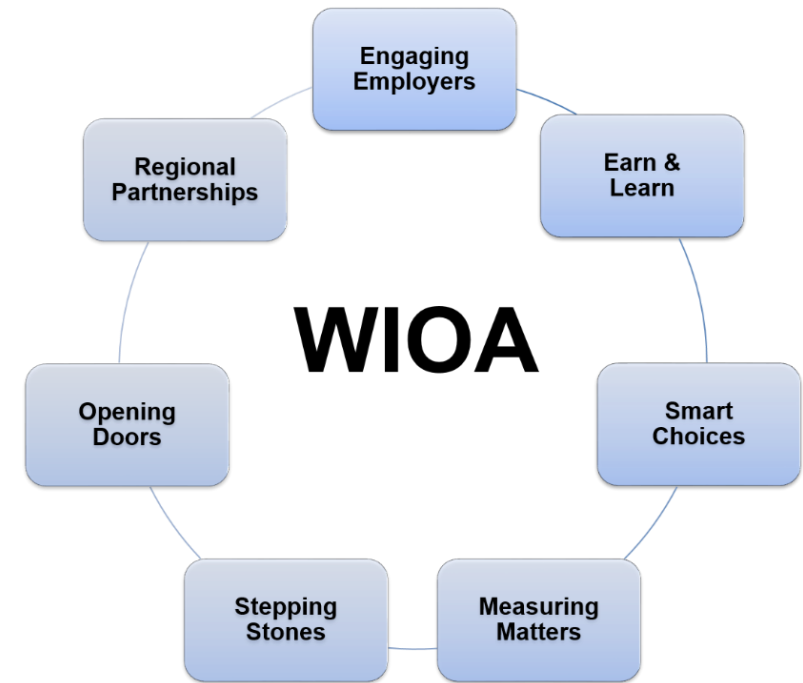


WIOA Work Based Training - Reimbursement

- Participant is generally employed by the business while in training, or will be employed at the end of the training.
- Business is expected to retain trainee(s)

Programs Available:

- On-the-job training (OJT)
- Incumbent worker training (IWT)



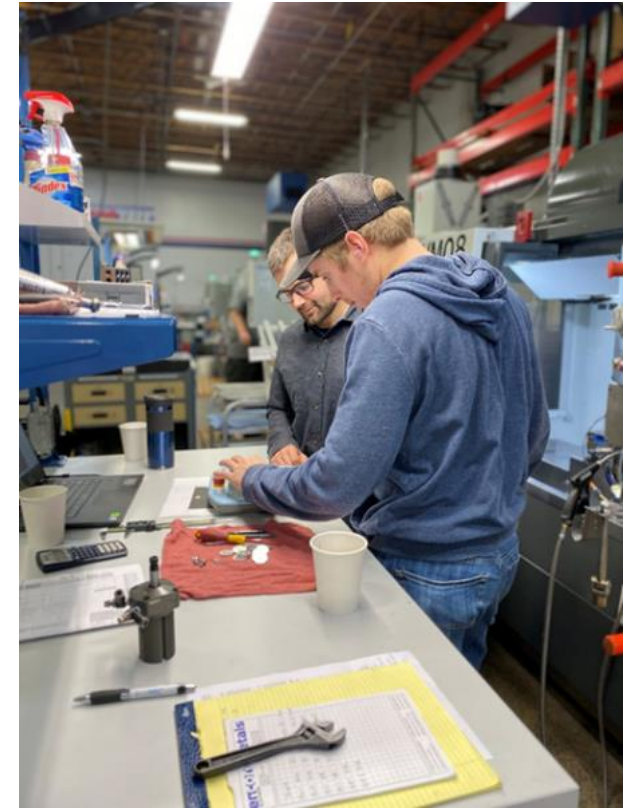
On-the-Job Training

- Can be provided for businesses to train new employees
- Reimbursement based training program
- Takes place “on-the-job”
- Candidate must be eligible for WIOA Services



Incumbent Worker Training

- Provides funding for continuing education, training, and upskilling of incumbent, or existing employees.
- Designed to increase local businesses' competitiveness, avert potential layoffs, and/or upskill/backfill workers.
- Increase the skill levels of employees so they can be promoted within the company and create backfill opportunities for the employers.



Workforce
Snohomish



Summary Table

Opportunity	Who is the primary customer?	Are training participants employees?	If not employees, Are you expected to hire them?	Employees wages OR Business reimbursement?	Allowable Amounts/ Reimbursement percentage
Paid Internships	Job Seekers	No	No	Wages	Up to \$7000/ per
Transitional Jobs	Job Seekers	No	No	Wages	Up to \$7000/ per
IWT	Businesses	Yes	N/A	Reimbursement	50 to 90%
OJTs	Businesses	Yes	N/A	Reimbursement	50%

Q&A

Workforce Snohomish

<https://workforcesnohomish.org>

Point of contact

Ty Reed

ty.reed@workforcesnohomish.org

425-921-3427

WorkSource and Workforce Snohomish are equal opportunity employers/programs. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay 711.

Workforce
Snohomish



Upcoming events

Resources for Washington businesses

Learn more about the SharedWork employee retention program and WA Cares (long-term services and supports).

Wednesday, September 29, 2021
11:50 AM - 12:55 PM
SharedWork and WA Cares



Resources for Washington businesses

Learn more about the SharedWork employee retention program and Workforce Opportunity Tax Credit and bonding programs.

Wednesday, October 20, 2021
11:50 AM - 12:55 PM
SharedWork and WOTC



Webinars

Resources for Washington businesses



Hosted by the SharedWork program.

esd.wa.gov/sharedwork/webinar

- Wednesday, September 29, 2021 11:50 AM - 12:55 PM
SharedWork and WA Cares Fund
- Wednesday, October 20, 2021 11:50 AM - 12:55 PM
SharedWork and WOTC/Bonding tax incentives
- Wednesday, November 17, 2021 11:50 AM - 12:55 PM
SharedWork and WorkSource and local Workforce partners
- Wednesday, December 8, 2021 11:50 AM - 12:55 PM
SharedWork and Tax and Wages
- Wednesday, January 19, 2022 11:50 AM - 12:55 PM
SharedWork and LMEA
- Wednesday, February 9, 2022 11:50 AM - 12:55 PM
SharedWork and Paid Family and Medical Leave
- Wednesday, March 9, 2022 11:50 AM - 12:55 PM
SharedWork and Industry Panel
- Wednesday, April 6, 2022 11:50 AM - 12:55 PM
SharedWork and WA Cares Fund
- Wednesday, May 4, 2022 11:50 AM - 12:55 PM
SharedWork and Tax and Wages
- Wednesday, June 1, 2022 11:50 AM - 12:55 PM
SharedWork and WOTC/Bonding tax incentives



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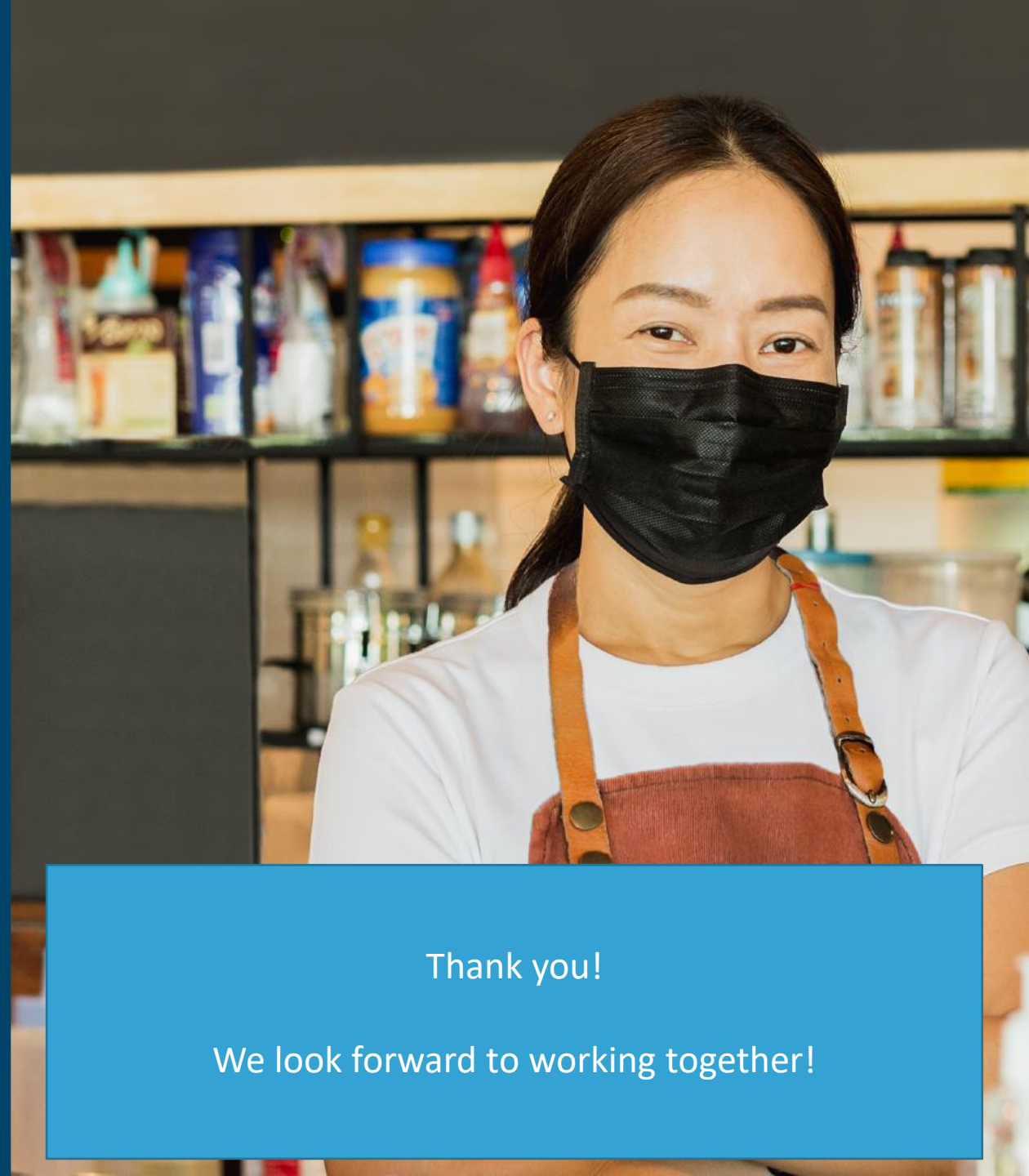
with

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**Employment
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WASHINGTON STATE



Thank you!

We look forward to working together!